



Workplace Managed Care — A Definition

Workplace Managed Care (WMC) is an outgrowth of what was beginning to happen in many workplaces and health care companies throughout the Nation – workplaces and managed care organizations (MCOs) began to informally and formally integrate activities, programs and strategies concerning substance abuse prevention, early intervention and treatment. Integrated workplace and health care efforts often unify responsibilities of workplace-centered employee assistance programs (EAPs), human resources (benefits, wellness programs), security, finance, management, MCOs, and other companies that interface with the MCO, including external EAPs.

WMC services are provided to employees and frequently to their families (covered lives). The services can be provided at a variety of locations and through a number of media including the work site, physician's office, workplace-sponsored events, home, and hospitals. They can be offered to the individual, on a one-to-one basis, in groups, and through a variety of media (Internet, videos, web pages, trainings, etc.). Examples of interventions include: peer-to-peer programs, drug testing, enhanced EAP services, supervisory training, workplace policies, prevention moments in primary and behavioral health care settings, health risk assessments and appraisals, parenting programs (e.g., How to Talk to Your Kids About Drugs), alcohol management and abstinence programs, merging activities with health promotion and wellness as well as security programs.